



TEXAS A&M
UNIVERSITY
CENTRAL TEXAS

Texas A&M University-Central Texas

2012 Biennial Alcohol and Drug Prevention Program Review

Review dates:

January 1, 2011-December 31, 2011
January 1, 2012-December 31, 2012

NEXT review dates:

January 1, 2013-December 31, 2013
January 1, 2014-December 31, 2014.
(Review to be completed by July 1, 2015)

I. Introduction

Texas A&M University-Central Texas (TAMUCT) is one of the newest universities in Texas and the nation and the 10th university within the Texas A&M University System. TAMUCT is the product of a long history of desire for upper-level and graduate study accessibility in the Central Texas region. In May 2009, Governor Rick Perry signed Senate Bill (SB) 629 establishing Texas A&M University-Central Texas.

Texas A&M University-Central Texas is an upper-level university offering junior and senior-level coursework needed to successfully complete baccalaureate degrees and all coursework leading to the completion of graduate degrees. The University is committed to high quality, rigorous, and innovative learning experiences, and prepares students for lifelong learning through excellence in teaching, service, and scholarship.

As a GoArmyEd partner, the university provides a virtual gateway for active-duty soldiers seeking tuition assistance for classroom, distance learning and eArmyU college courses. In addition, A&M-Central Texas is one of only eight universities in the country to offer VetSuccess on Campus program, which provides assistance to veteran-students during their transition into college life.

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as A&M University-Central Texas to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of its activities. At a minimum, each IHE must annually distribute the following to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees
- A description of the legal sanctions under College, local, state, and federal law for the unlawful possession or distribution of illicit drugs and alcohol
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students
- A clear statement that the IHE will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct

The law further requires that the IHE conduct a biennial review of its program with the following objectives: 1) determine the effectiveness of the policy and implement changes to the Alcohol and Other Drug (AOD) program if they are needed; and 2) to ensure that the sanctions developed are enforced consistently.

The biennial review must also include a determination as to:

- The number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials; and
- The number and type of sanctions the IHEs impose on students and employees as a result of the violations.

To best achieve the goal of liberal education and the exercise of A&M University-Central Texas' responsibilities, the University seeks to educate the university community about the effects of alcohol and illicit drugs. As a community, we believe that the sharing of knowledge can contribute to a more responsible approach to alcohol and drugs.

By law this document must be made available to the public upon request. It must be retained for three years after the academic year in which it was created.

Materials Reviewed

- Complying with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86), A Guide for University and Campus Regulations prepared by the Higher Education Center
- The Higher Education Amendments of 1998 and the Drug-Free Schools and Communities Act Amendments of 1989 and related provisions
- Higher Education Center for Alcohol and Other Drug Prevention
- Texas A&M University-Central Texas Clery Act report
- Conduct reports as prepared by the Associate Director of Student Conduct
- Texas A&M University System and Texas A&M University-Central Texas policies and procedures related to alcohol and Drugs (System Policy 34.02)
- Texas A&M University System Drug and Alcohol Abuse Rehabilitation Programs (System Policy 34.02.01)

II. Drug and Alcohol Programs and Services

This section states the ways in which specific functional areas provide or support TAMUCT's alcohol and other drug programs and/or services.

A. Student Affairs

The Division of Student Affairs, under the direction of the Director of Student Affairs, complied with the annual notification of the Drug-Free Schools and Communities Act.

B. Student Engagement

- All University sponsored events are substance-free.
- The Office of Student Engagement maintains display sites with informational material for students interested in the following:
 - TAMUCT's Community Counseling & Family Therapy Center
 - Drinking & Driving
 - Smoking cessation
 - Post-Traumatic Stress Disorder
 - Alcohol and Combat Stress
 - Drug use

C. Student Conduct

The Office of Student Conduct responds to allegations that students have violated A&M University-Central Texas' alcohol or drug policies.

D. Counseling Services

Counseling Services at A&M University-Central Texas provides referrals for students and employees who may be experiencing substance abuse issues.

E. Residential Life & Housing

A&M University-Central Texas does not support its own housing or residential life program. A&M University-Central Texas partners with Central Texas College (CTC) to provide housing to students on a "as requested" basis.

F. Information and Prevention Resources Available Off-Campus

Medical Emergencies (911): 911

ULifeline: <http://www.ulifeline.org/texasamcentraltexas/>

Alcoholics Anonymous

Belton/Temple: 254-770-4629

Copperas Cove: 254-813-3313

Harker Heights: 254-690-5439

Pathways Group Counseling Center: 254-876-4006

Alcohol & Drug Abuse Action Helpline: 1-800-888-9383

National Substance Abuse Hotline: 1-800-662-4357

III. Policy

A. Distribution

In 2010, new faculty and staff received notification of Texas A&M University System policies through new employee orientation.

In 2010, the Director of Student Affairs provided students with annual notification as required by the Drug Free Schools and Communities Act. A&M University-Central Texas' alcohol and drug policies were included in the student handbook provided to students as well as on the websites for the Division of Student Affairs and the Office of Student Conduct.

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Websites where Texas A&M University System and A&M University-Central Texas rules, standard operating procedures, and standard administrative procedures can be found:

[Texas A&M University System](#)

[A&M University-Central Texas, Office of Student Conduct](#)

[A&M University-Central Texas, Human Resources](#)

B. A&M University-Central Texas Student Alcohol and Controlled Substance Statements:

Alcoholic Beverages

This regulation applies to all students present on property owned, leased, or otherwise under the control of Texas A&M University-Central Texas. The possession or use of an alcoholic beverage, as that term is defined in the Texas Alcoholic Beverage Code, on property and/or at activities under the control of Texas A&M University-Central Texas is prohibited. Areas in which the possession or use of alcoholic beverages is prohibited include but are not limited to classrooms, laboratories, offices, lounges, stadiums and other athletic facilities, dining areas, meeting and party facilities and residence halls. Students who violate the provisions of this regulation are subject to disciplinary sanctions under applicable university procedures.

Drug-Free Campus

The unlawful manufacture, distribution, sale and/or possession of a controlled substance or drug paraphernalia on property owned, leased or controlled by Texas A&M University-Central Texas or property on which university activities are held is strictly prohibited and will not be tolerated. Also, Texas A&M University-Central Texas may enforce this policy when violations occur that directly, seriously, or adversely interfere with or disrupt the educational mission, program or other functions of the university, regardless of the location.

A violation of these policies may result in disciplinary sanctions, up to and including expulsion. Counseling may be required in the event of probation and/or suspension. The university reserves the right to employ an outside agency to assist in the detection of illegal drugs, controlled substances and/or drug paraphernalia.

C. A&M University-Central Texas Employee Alcohol and Controlled Substance Statements:

See System policy [34.02](#). (Physical copy at the end of this document)

IV. Health Risks

Serious health risks are associated with the use of illicit drugs and alcohol. Some of the major risks are listed below.

A. Alcohol and other depressants

Addiction; accidents as a result of impaired ability and judgment; overdose when used with other depressants; damage to a developing fetus; heart and liver damage

B. Marijuana

Panic reaction; impaired short-term memory, increased risk of lung cancer and emphysema; impaired driving ability

C. Cocaine

Addiction; heart attack, seizures, lung damage, severe depression, paranoia, psychosis. Similar risks are associated with use of other stimulants

V. Enforcement

A&M University-Central Texas is an upper-level institution serving junior and senior level undergraduates and graduate students. A&M University-Central Texas Police Department and the Office of Student Conduct are the two entities that support enforcement of alcohol and drug policies on campus. All registered students are required, as a condition of their continued enrollment, to abide by the standards set forth in the A&M University-Central Texas Student Handbook. This handbook is available in print form from the Division of Student Affairs in Founder's Hall 114 or

on the Office of Student Conduct's website. Students are informed that whether they are on or off campus, they are held to the standards that are set forth in the Code of Student Conduct.

A. Statistics of A&M University-Central Texas Student Conduct Process

2010

- 0 reported incidents involved alcohol
- 0 reported incidents involved drugs/drug paraphernalia

2011

- 1 reported incident involved alcohol
- 0 reported incidents involved drugs/drug paraphernalia

B. Potential Sanctions as Part of the A&M University-Central Texas Student Conduct Process

Sanctions are the assigned consequences for a student or group of students who have been found responsible for violating college policy. Multiple sanctions may be assigned for one violation. Sanctions of probation and suspension may affect a student's opportunities on campus including leading a student organization. A&M University-Central Texas reserves the right to respond as it sees appropriate and does so in an individual manner.

Our conduct process allows for hearing bodies to respond in a way that best fits the individual case at hand, while also providing a level of consistency. Additionally, though the cornerstone of our conduct process is education, there are situations where in which a punitive response is required to ensure the safety of the A&M University-Central Texas community.

The following sanctions are outlined in the Code of Student Conduct. This is not an exhaustive list.

Individual Sanctions:

Verbal or written reprimand
Imposition of Certain Tasks (reflection papers, research papers, etc.)
Disciplinary Probation
Suspension
Expulsion

Group Sanctions:

Verbal or written reprimand
Imposition of Certain Tasks
Disciplinary Probation
Suspension
Dissolution/Group removal and/or revocation of recognition

C. Incidents and Treatment of Substance Abuse – Employees

There were zero (0) referrals given by A&M University-Central Texas Counseling Services to employees for treatment of substance abuse. Additionally, there were zero (0) incidents of substance abuse by employees.

D. Potential Sanctions for Violating A&M University-Central Texas' Alcohol and Drug Policies by Employees

Reprimand

Probation

Termination

E. Federal Student Aid Penalties for Drug Convictions

In accordance with the Higher Education Amendments of 1998, a student becomes ineligible for federal student aid if convicted, under federal or state law, of any offense in violation of laws governing controlled substances while receiving federal financial aid. Students may regain eligibility by completing a drug rehabilitation program or if the conviction is overturned.

Students should refer to the Free Application for Federal Student Aid (FAFSA) website for more information.

VI. Assessment

A formal assessment has yet to be completed. A&M University-Central Texas will be utilizing either the CORE Institute's CORE Survey or American College Health Association's National College Health Assessment tool in Fall 2013.

VIII. Recommendations

1. The next biennial review needs to be completed by a working group or task force of representatives of specific functional areas. Here is the recommended makeup of the working group:
 - a. Office of Student Conduct
 - b. Office of Student Engagement
 - c. A faculty member
 - d. University Police Department
 - e. Counseling Services
 - f. Human Resources
 - g. Risk Management
 - h. A student body representative

2. The University should provide a clearer definition its alcohol and drug-free awareness and prevention program. This is required by the federal Department of Education and Texas A&M University System regulation 34.02.01 (Drug and Alcohol Abuse and Rehabilitation Programs) (Attached).
3. The University should enhance its alcohol and other drug prevention program by following standards that are set by the American College Health Association (ACHA), Healthy Campus 2020, and the Council for the Advancement of Standards (CAS).
4. The University should develop goals, objectives, and how the success and effectiveness of these programs will be measured.
5. The University should develop an employee assistance program. The reviewer found Texas A&M University's partnership with Employee Assistance Program (EAP) to be beneficial.
6. The University should increase its education on the topic of alcohol abuse and illicit drug use.
7. The University should engage in a dialogue about how to adequately provide greater health education (passive and active education) through counseling and health services.
8. The University should consider engaging the Bell County community in conversations about alcohol and other drugs. This would allow students who are utilizing these services the opportunity to do so in a familiar place. Additionally, it creates greater access to these programs for students.
9. The University should consider allowing local 12-step programs to utilize space. This would allow for greater access of 12-step programs to students who may feel more comfortable in a place they know.
10. The Office of Student Conduct should develop purposeful and intentional outcomes for students who are found responsible for alcohol and/or drug policy violations. Those outcomes should be made readily available in the student handbook.
11. Develop a standard operating procedure and point of contact to regularly capture information for the biennial review.

Texas A&M University-Central Texas
Approval of report and acknowledgement of recommendations:

(Chairperson of the Biennial Alcohol and Other Drug Review Task Force)

(Date)

(Director of Student Affairs)

(Date)

(Provost/VP for Academic and Student Affairs)

(Date)

34.02 Drug and Alcohol Abuse

Approved February 27, 1995 (MO 44-95)
Revised September 26, 1997 (MO 181-97)
Revised September 24, 1999 (MO 225-99)
Revised January 22, 2009 (MO 029-09)
Next Scheduled Review: April 3, 2014



Policy Statement

The Texas A&M University System (system) strictly prohibits the unlawful manufacture, distribution, possession or use of illicit drugs or alcohol on system property, and/or while on official duty and/or as part of any system activities.

Reason for Policy

This policy is established to help members maintain a safe and healthy environment for all students and employees, to ensure compliance with applicable law and to require the adoption and implementation of a program to help prevent the use of illicit drugs and alcohol abuse by students and employees.

Procedures and Responsibilities

1. All members and member students and employees are expected to abide by state and federal laws pertaining to controlled substances, illicit drugs and the use of alcohol. Each member will adopt a plan consistent with this policy that will include implementation of an awareness and prevention program on the use of illicit drugs and the abuse of alcohol by students and employees.
2. Sanctions (consistent with local, state and federal law) will be imposed on students and employees for the violation of this policy. Sanctions may include disciplinary actions up to and including expulsion, termination of employment and referral for prosecution.
3. This policy is in addition to any alcohol or drug abuse policy or policies relating to participation in intercollegiate athletics.
4. The chancellor is authorized to implement regulations to ensure full compliance with applicable statutes and administrative rules or guidelines.

Related Statutes, Policies, or Requirements

[20 U.S.C. § 1011i, *Drug and Alcohol Abuse Prevention*](#)

[41 U.S.C. Ch. 10 \(§§ 701-707\), *Drug-Free Workplace Act of 1988*](#)

[34 C.F.R. Pt. 86, *Drug and Alcohol Abuse Prevention*](#)

[System Regulation 34.02.01, *Drug and Alcohol Abuse and Rehabilitation Programs*](#)

Contact Office

Office of General Counsel
(979) 458-6120

System Human Resources Offices
(979) 458-6169

SYSTEM REGULATIONS

34.02.01 Drug and Alcohol Abuse and Rehabilitation Programs

July 14, 2000

Supplements System Policy 34.02

1. ADMINISTRATION

The provisions of this regulation are based on requirements of federal and state law. Administrators should exercise caution in all matters relating to this regulation, ensuring that procedures are carefully followed and that substantial evidence from reliable sources supports a decision to counsel or test a student or an employee for drug use. The System Office of General Counsel (OGC) must be informed by the appropriate administrator of possible violations of this regulation and advice of an OGC attorney must be secured before testing anyone due to reasonable suspicion of drug or alcohol use or abuse. Advice of the OGC is not needed for required testing as described in Section 6, and the general counsel may waive the requirement to seek OGC's advice for reasonable suspicion testing when a System component shows documented evidence of training for administrators and supervisors in alcohol and drug awareness.

2. DEFINITIONS

As used in this regulation, the following definitions apply.

2.1 "Drugs or other controlled substances" means any substance, including alcohol, capable of altering an individual's mood, perception, pain level or judgment.

2.1.1 A "prescribed drug" is any substance prescribed for individual consumption by a licensed medical practitioner. It includes only drugs that have been legally obtained and are being used for the purpose for which they were prescribed or manufactured.

2.1.2 An "illicit drug" or chemical substance is: (a) any drug or chemical substance, the use, sale or possession of which is illegal under any state or federal law, or (b) one that is legally obtainable but has not been legally obtained. The term includes prescribed drugs not legally obtained and prescribed drugs not being used for prescribed purposes.

2.1.3 "Controlled substance" means a substance listed in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C.S. 812) or whose possession, sale or delivery results in criminal sanctions under the Texas Controlled Substances Act (Texas Health and Safety Code, Chapter 481). In general, controlled substances include all prescription drugs, as well as those substances for which there is no generally accepted

medicinal use (e.g., heroin, LSD, marijuana, etc.), and substances that possess a chemical structure similar to that of a controlled substance (e.g., designer drugs). The term does not include alcohol.

- 2.2 "Alcohol" refers to any beverage containing more than one-half of one percent of alcohol by volume, which is capable of use for beverage purposes, either alone or when diluted.
- 2.3 "Alcohol abuse" means the excessive use of alcohol in a manner that interferes with: (1) physical or psychological functioning; (2) social adaptation; (3) educational performance; or (4) occupational functioning.
- 2.4 "Reasonable suspicion" shall be established by: (1) observation of the actions/behaviors of the individual; (2) supervisor or other reliable individual witnessing possession or use; or (3) any other legal measure used for alcohol or drug detection.
- 2.5 "Sanctions" may include completion of an appropriate rehabilitation or assistance program, suspension or expulsion from school, suspension or termination from employment, other disciplinary action, or referral to authorities for prosecution. If an employee has been convicted of a criminal drug statute, sanctions must be imposed within 30 days.

3. COMPONENT RULES

The chief executive officer of each System component shall establish a rule and procedures for the implementation of Policy 34.02 and this regulation. Such rules and procedures cannot be less stringent than the policy and regulation and shall be approved by the System General Counsel's office before being released. Requirements of the Department of Defense, the Department of Transportation, or other regulatory bodies and applicable state and federal laws must be included when applicable for the students or employees in the System component.

4. ALCOHOL AND DRUG-FREE AWARENESS AND PREVENTION PROGRAM

- 4.1 Each System component will provide an alcohol and drug-free awareness and prevention program for students and/or employees. Programs must conform with System policies and regulations as well as related federal and state laws.
- 4.2. As a part of its program, all System components must distribute annually to each employee and to each student, if applicable:
 - (1) standards of conduct that prohibit the unlawful manufacture, possession, use, and distribution of illicit drugs and alcohol by students and employees on the System's property or as part of any System activity;

- (2) a description of the applicable legal sanctions under local, state, or federal law for the unlawful manufacture, possession or distribution of illicit drugs or alcohol;
 - (3) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - (4) a description of drug or alcohol counseling, treatment, rehabilitation or re-entry programs that are available to students or employees;
 - (5) a clear statement that the System component, consistent with local, state, or federal law, will impose sanctions against a student or employee who violates the standards of conduct. The statement must describe the possible sanctions as stated in Section 2.5; and
 - (6) a description of the institution's drug/alcohol abuse awareness, prevention and intervention program, if applicable, including alternative support, education and re-entry programs for students who are expelled as a result of violating standards required by these minimum requirements.
- 4.3 As required by federal law, each System component must conduct a biennial review of its drug and alcohol abuse awareness and prevention program. It will determine and put in report format: (1) the effectiveness of the program, and (2) the consistency of the enforcement of sanctions imposed pursuant to the program. It will also evaluate whether any changes are needed and will implement any such changes.
- 4.4 Each System component shall have available for review by the U.S. Secretary of Education, or designee, other applicable governmental agencies, and the general public, if requested, copies of all documents distributed to students and employees under the drug and alcohol abuse prevention program, and copies of the biennial review.
- 4.5 Academic institutions must certify the accessibility of a drug abuse prevention program for officers, employees and students of the institution, as required under 20 USC, Section 1094.

5. STUDENT DRUG TESTING

Procedures related to students suspected of alcohol or drug abuse and testing of students shall be developed by the individual System universities and approved by the System General Counsel.

6. EMPLOYEE REQUIRED DRUG TESTING

6.1 Department of Defense

- 6.1.1 The Drug-Free Workplace Act of 1988 and Department of Defense (DOD) regulations mandate that government contractors establish a program for testing for the use of illicit drugs by an employee in a sensitive position under a DOD contract. System components that have such contracts must also be in compliance with the DOD regulations for maintaining a program for achieving a drug-free workplace.
- 6.1.2 "Employee in a sensitive position" means an employee who has been granted access to classified information or an employee in another position determined by appropriate administrative personnel to involve national security, health or safety concerns, or functions requiring a high degree of trust and confidence.
- 6.1.3 Testing of an employee in a DOD-funded sensitive position will be undertaken under the following circumstances: (1) there is reasonable suspicion that the employee's job performance has been affected by the use of illicit drugs, and (2) there is a reasonable belief that such impairment will affect national security, health or safety concerns, or functions requiring a high degree of trust and confidence.

6.2 Department of Transportation

Testing of employees required to have commercial driver's licenses must comply with Federal Highway Administration and Department of Transportation regulations and will be done in the following situations: (1) pre-employment, (2) post-accident, (3) reasonable suspicion, (4) random, and (5) return-to-duty and follow-up.

7. REASONABLE SUSPICION OF EMPLOYEE DRUG OR ALCOHOL ABUSE

- 7.1 If a supervisor reasonably suspects that use of a controlled substance or alcohol has resulted in absenteeism, tardiness, or impairment of work performance or is the cause of workplace accidents, the supervisor shall immediately notify the appropriate department head or other designated administrator. Upon direction

from the department head or designated administrator, the supervisor or other designated administrator shall discuss with the employee the suspected alcohol or drug-related problems. The employee should be advised of any available alcohol and drug counseling, rehabilitation, or employee assistance programs, and the terms of any applicable disciplinary sanctions. The employee may be required to participate in an assistance program and be subject to discipline (up to and including termination of employment) if he or she rejects participation in the program. All meetings between the employee and the supervisor or other administrator to address the suspected alcohol or drug-related problem and/or its resolution shall be documented in a memorandum to the record and filed in the employee's personnel file.

- 7.2 If discussion and/or participation in any available alcohol or drug counseling, rehabilitation, or employee assistance program fails to resolve the suspected alcohol or drug-related problems or if the employee fails to meet the terms of any applicable disciplinary sanctions, the employee may be subject to disciplinary action up to and including termination.
- 7.3 Any disciplinary action will be governed by System policies on discipline and dismissal and academic freedom, responsibility and tenure. A record of the action will be placed in the employee's personnel file.
- 7.4 Testing of employees other than those occupying DOD-funded sensitive positions or those required to have a commercial driver's license may be undertaken only when there is reasonable suspicion that the employee is under the influence of alcohol or illicit drugs while on the job, the employee's job performance has been affected by the use of alcohol or illicit drugs, and such impairment presents a risk to the physical safety of the employee or another person. The decision to test an employee in these circumstances will be made by the appropriate chief executive officer or designee with the advice of the Office of General Counsel (advice of General Counsel may be waived as discussed in paragraph 1). The employee should be informed that a refusal to submit to a test, combined with a reasonable suspicion of usage, may be sufficient basis for termination.

8. TESTING PROCEDURES

The expense of the screening and any retest will be borne by the System component. The screening will be kept confidential, with the results being reported to the employee and the appropriate senior-level administrator as soon as they are available. Any written documentation will be kept in the employee's confidential medical file.

8.1 Drug Testing

- 8.1.1 Prior to the administration of a drug test, the appropriate administrator or supervisor must explain the drug testing procedures to the employee and arrange for component employee(s) to transport and accompany the employee to a hospital or clinic for the taking of a specimen for screening purposes. Except as provided in paragraph 8.1.3 below, if the System component has laboratory or medical facilities with personnel trained for such testing, those facilities may be used if there are adequate chain-of-custody procedures established for the samples and precautions are taken to guarantee the integrity of the testing against tampering or substitution.
- 8.1.2 Before the specimen is taken, the employee should be asked to sign a consent form agreeing to the taking of a specimen for testing purposes. The signed form will be required by the hospital or clinic. The employee may be asked to list any medications being taken. The employee will have a reasonable opportunity to rebut or explain a positive test result, including an independent retest of the sample.
- 8.1.3 Drug testing under the Federal Highway Administration and Department of Transportation regulations must be done by a laboratory that is certified by the Department of Health and Human Services (DHHS) pursuant to the DHHS "Mandatory Guidelines for Federal Workplace Drug Testing Programs."

8.2 Alcohol Testing

Alcohol testing shall be done using an Evidential Breath Testing Device (EBT). Testing required by Department of Transportation regulations must be done using an EBT that has been approved by the National Highway Traffic Safety Administration.

9. DISCLOSURE

- 9.1 As a condition of employment, employees on government grants or contracts must abide by the required notification statement and must report any criminal drug statute conviction for a violation occurring in the workplace or on System business to their employer no later than five days after the conviction. The employer, in turn, must notify the contracting federal agency within 10 days after receiving notice from an employee or otherwise receiving actual notice of such conviction, and within 30 days must impose sanctions on the employee involved. Sanctions may take the form of personnel actions against the employee, up to and including termination, or requiring the employee to satisfactorily participate in an approved drug abuse assistance or rehabilitation program.

- 9.2 Criminal drug statute means a criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance. Criminal drug statute conviction means a finding of guilt (including a plea of nolo contendere) or imposition of sentence by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

HISTORY: New Regulation

CONTACT OFFICE: The System Human Resources Office

RECOMMENDATION:

Vice Chancellor for Business Services

Date

RECOMMENDATION:

Vice Chancellor for Academic and Student Affairs

Date

RECOMMENDATION:

Deputy Chancellor

Date

LEGAL SUFFICIENCY

General Counsel

Date

APPROVAL

Chancellor

Date

